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LEGAL HIERARCHY OBSTACLE TO WOMEN'S SUCCESS

By **Johanne Poirie**
B.C.L. I

January 15-17, a group of ten McGill Law students were among the three hundred participants at a conference on "Feminism in the Study and Practice of Law" organized by the Women and the Law caucus of Queen's University. The conference was held in Kingston, Ontario. These are my reflections following one of the plenary sessions.

Some six months ago, Mary-Jane Mossman, professor and associate dean at Osgoode Hall saw "her research turn into her life". She has studied the impact of the influx of women in the legal profession on the different legal institutions as well as the impact of that same influx on women's lives. Believers in sexual equality have found cold comfort in her findings. Women in the legal profession certainly do not enjoy the power and influence that their increasing numbers warrant. There is nothing new or profound in this. What is revealing though, is that the problem is not a simple matter of time: Mossman believes that the barriers women face are structural and ideological and that unless the legal profession evolves to accommodate women's needs, only a trickle of women who adopt the male work ethic (the 80 hour/week bit with someone else at home to look after house and kids, or no family life at all) are going to "make it". That is, succeeding in traditional terms. Mossman recently discovered that this state of affairs does not only

exist amongst practitioners but is a real phenomenon in the academic milieu to which she has belonged for over twenty years. Assistant dean with a very strong academic record, she obtained the backing of the majority of the faculty at Osgoode and of the whole student body (who gave her an unanimous show of support at convocation last year) in her application for the Deanship. The faculty's choice was vetoed by York University President Harold Arthurs, who favoured James Macpherson, also a renowned academic and until December 1987 executive assistant to Chief Justice Dickson. A case for blatant discrimination is, in my opinion, a little hard to sustain given those two outstanding candidates. However, Arthurs' disregard for the Faculty's recommendation that Mossman, who has more academic experience and knowledge of Osgoode, be selected in favour of a less

controversial, definitely more conservative candidate, only comes to support Mossman's own conclusions concerning the endemic intolerance of different styles and ideologies in the upper hierarchy of the legal profession.

That there is homogeneity amongst the administrations of the major institutions in our society is no revolutionary observation. Using a model of corporate hierarchy, Mossman has analyzed the legal profession to find that at the lower echelons, however, various functions can be fulfilled by individuals representing a variety of socio-political, racial and sexual groups. At that level, the work is either routine or expert and it can be accomplished without challenging the overall structure of an institution. We can, therefore, find feminists, blacks, gays, disabled

Cont'd on p.3

QUID DEADLINE

Please be reminded that the deadline for submissions to *Quid Novi* is **Wednesday, 1:00 p.m.** Please also include titles with your submissions, to ensure your satisfaction with what is finally published. Any article not received before this time will not appear that Monday, but will be printed in the following issue, a week later. This should be of special note to those groups presenting speakers. This deadline will be strictly enforced.

YOU HAVE BEEN WARNED!

ANNOUNCEMENTS

TALMUD CLASS

Every Tuesday,
1:00 p.m.,
Room 202.

Taught by former student Greg Bordan. Everyone is welcome, no background is needed.

* * *

LOST

One man's wedding ring. Yellow gold with sculptured top finish. Lost in late December. Obviously of great sentimental value. Reward offered. Contact Garth Wallbridge at 630-4541.

* * *

LAWYERS FOR SOCIAL RESPONSIBILITY

Lawyers for Social Responsibility is an anti-nuclear group. Our interests are disarmament, development and environmental issues. Though until now we've been underground, we wish to rear our heads. To that end L.S.R. will donate some reading material in order to create a more perfect library.

Please suggest titles by writing them down and depositing them in the L.S.R. box in L.S.A.

P.S. In response to graffiti on the L.S.R. board, none of us have had intimate relations with whales and we buy our vodka retail.

LSA PRESENTS SKI DAY

Friday, January 29
at Smuggler's Notch, Vermont
\$24 (lift + transportation)
Sign up in LSA Office

* * *

LASKIN ADVANCED MOOT / LA PLAIDOIRIE AVANCÉ LASKIN

Fifteen volunteers are required for March 11 and 12, 1988 to assist in the hosting of this

year's Laskin Advanced Moot. Interested parties must be bilingual. Your reward is a dinner at the Faculty Club. Those interested should please speak with Ali Argun.

La Faculté de Droit de McGill présente cette année la Plaidoirie avancé Laskin: quinze volontaires sont donc demandés pour assister à cet événement le 11 et 12 mars 1988. Les parties intéressées doivent être bilingues. Récompense: dîner au «Faculty Club». Les intéressés doivent communiquer avec Ali Argun.

DON'T FORGET YOUR SPECIAL VALENTINE'S DAY GREETING!!!

Quid Novi in its continuing efforts to better serve you, will be devoting several pages of the February 8th edition to Valentine's Day Greetings. If you wish to send a thoughtful greeting to a fellow student or staff member, please submit by Wednesday, February 3rd well before or exactly at 12:30 p.m.

Remember the ones you love (or simply like a lot or maybe not) with that little message. Make someone happy!!! Even if the one you would like to send a greeting out to is not in town, submit one anyway, we will print it, then you can take the time to bring the greeting to your Valentine's attention, and show them that you remembered. You know that they will LOVE it!!!

LEGAL HIERARCHY...

Cont'd from p. 1

people, socialists and other outcasts of the traditional liberal ruling class fulfilling many important support functions. At the top, however, where the divergent points of view are to be reconciled and made to square with the *status quo* such a freak can only bring chaos. At the top of the hierarchy, then, we will find people with fundamentally similar conservative and/or liberal views. Those with power will select like-minded people for jobs they consider crucial. Women might then flow into government, large firms, universities, but only those with *status quo* views or possibly liberal feminists (if that isn't a contradiction in terms) can attain influential decision-making positions. Tell that to your female friends who are taking twice as long (at best) to become partners! Many women are quitting the profession in this process. (A similar "glass ceiling" phenomenon in the MBA colony was identified by *The Globe and Mail Report on Business Magazine*, February, 1988.)

Are things any different in academics? Not if the recent history at Osgoode is any indication.

Osgoode has become an activist school with community involvement, a strong feminist contingent and a genuine interest in law and poverty issues. Mossman was, no doubt, instrumental in this development. The President of York has preferred to select a more traditional male administrator who is less likely to challenge further the orientation taken by the Law School. In so doing, he is confirming once more that at the top of the hierarchy, homogeneity (guess on what model!) will prevail.

* * *

Supporters of Mossman have launched a formal complaint to the Ontario Human Rights Commission on her behalf. In the next few weeks, we will write more specifically about the action being taken.

SI L'INÉVITABLE M'ÉTAIT CONTÉ...

Jeanne Cadorette

Vous songez à offrir vos services à une firme d'avocats, vous êtes prêt à faire face à toutes les questions imaginables lors d'entrevues, vous avez considéré toutes les possibilités d'emploi qui s'offrent à vous.

Il semble que la plupart des étudiants de droit connaissent peu tout l'éventail de carrières qui s'offrent à eux. C'est du moins ce que croit Richard Janda qui donnait le 14 janvier une conférence sur son expérience dans des études légales de Toronto, New-York et Montréal. Selon lui les universités canadiennes suivent la tendance américaine et deviennent des succursales des grandes firmes d'avocats en préparant les étudiants à une seule carrière, celle d'avocat en pratique privée dans une «grosse boîte». Les universités ne nous présentent que très rarement des options différentes de celle déjà mentionnée. Selon Richard Janda il faut créer les options, ne pas toujours choisir la route facile vers la sécurité matérielle lorsque le type de travail ne semble pas nous plaire.

Mais si vous décidez d'entrer dans le jeu et de tenter votre chance dans les ligues majeures de la profession juridique alors il faut vous-même établir les règles du jeu. Les étudiants ont tendance à vouloir être choisis plutôt qu'à faire eux-mêmes les choix qui détermineront leur mode de vie pour plusieurs années. Selon Richard Janda il vaut mieux présenter clairement vos préférences et vos options de carrière à la personne qui vous rencontre en entrevue. Les firmes préfèrent les gens qui

savent ce qu'ils veulent et qui sont francs plutôt que ceux qui les laissent tomber lorsqu'une meilleure offre se présente. Refuser une offre d'emploi peut sembler téméraire mais si les gens qui vous embauchent ne sont pas du tout le genre de personnes avec qui vous voulez travailler on si une possibilité d'emploi plus intéressante s'offre à vous alors il est préférable d'être franc avec vous-même et de refuser l'offre.

Le travail dans les grandes firmes d'avocats peut être enrichissant ou très ennuyant dépendant de la philosophie d'apprentissage du bureau. Mais l'aspect le plus remarquable de cette expérience est le phénomène de compétition entre les étudiants et entre les stagiaires. «Être choisi», «être engagé définitivement» deviennent les obsessions de tous et entraînent une augmentation de la compétition naturelle entre humains.

D'après Richard Janda la plupart des études d'avocats, pour lesquelles il a travaillé du moins, sont conservatrices quant aux modèles masculins et féminins et à la considération de la vie familiale. Vous songez à fonder une famille. Alors ne comptez pas lui accorder trop de temps et si vous êtes une femme alors vos chances d'accéder un jour au titre d'associé sont minimales. La firme d'abord, le reste... si vous avez quelques heures à perdre de temps en temps.

Evidemment toutes les études légales ne sont pas aussi exigeantes face à leurs jeunes avocats mais Richard Janda peut tout de même conscientiser quelques étudiants et les pousser à trouver d'autres débouchés après l'obtention de leur diplômes.

EXPERT LEGAL TYPING: FACTUMS, TERM PAPERS

References available from McGill Law Students
Competitive rates - Pick-up and delivery available

Call PAULINE PERREAUX, 684-8862

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CANDID CLOSE UP: Professor R. Sklar

By Phillip R. Pike

If we were to play a little word association game, Chancellor Day style, what image would the following words conjure up? Brooklyneese and baseball. Well ladies and gentlemen, I put it to you that one possible image is that of Ronald Sklar.

It should come as no surprise to anyone who has heard him speak that Ronald Sklar is a native New Yorker. In fact, Sklar, who is known to have a passion for baseball, was born in Brooklyn in 1935 and went to both elementary and high school in the Bronx. After studying business and accounting at New York University Sklar went to work as an accountant. A few months into that career he decided that he wanted to make more money and that a good way to do that would be to become a lawyer with accounting and tax expertise. Both propositions seemed lucrative so, in 1957, while working during the days as an accountant, he went to Brooklyn Law School at night.

Sklar describes Brooklyn Law School as a "factory" with a reputation that wasn't very good: "Don't get me wrong, there were good teachers and students there, but a lot of the people were just looking to make money." In other words, at this point Sklar was not entertaining any thoughts about a career as a law professor.

Sklar did well at Brooklyn Law School. He was editor of the Law Review and he was also research assistant to Brooklyn's Dean of Law, Jerome Prince. Under Prince's guidance Sklar prepared an article on illegally obtained evidence.

Upon graduation from Brooklyn, Sklar was awarded one of only five worldwide Ford Foundation Fellowships to do graduate work in criminal law at Northwestern University in Chicago. "Really," says Sklar, "it was

these experiences which shaped my decision to teach law."

And teach law he did for three years from 1962 to 1965 at, where else, Brooklyn Law School. In 1965 Sklar made a bit of Brooklyn Law School history by becoming its first graduate to do a masters at Yale University.

After Yale Sklar's next move was back to teaching, this time at Ohio State University in Columbus, Ohio where he stayed from 1966 to 1968. This was the era of Vietnam and student protests. Sklar recalls joining other faculty members to defend a group of students who were charged with participating in a sit-in and occupation of the administration buildings. Sklar realized that the students' defence faced an uphill battle when he found out that the Dean of Students was a former FBI agent.

Sklar had for quite a while wanted to learn Japanese so that he could go to Japan to study law and do research. While at Yale he applied for a grant to learn Japanese but was told that he was too old. His student advisor at Yale, Quinton Johnstone, told him that if he wanted to study and do research, the place to go was not Japan but Africa. Sklar says he just filed the idea away in the back of his mind and went off to Ohio State.

A few months later it turned out that Johnstone became Dean of the Faculty of Law at Haile Selassie University in Addis Ababa, Ethiopia. He wrote to Sklar inviting him to join the faculty there. "When I got the letter it took me and my wife about thirty seconds to decide to go," Sklar said. "I was really ignorant about Africa and Ethiopia: I thought we were going to the jungle." To allay his fears and to educate himself about his new home Sklar got a hold of some books on Ethiopia. One of the first things he came across was a description of the climate in

Cont'd on p. 5

CANDID CLOSE UP...

Cont'd from p. 4

Addis Ababa: "...located at an altitude of 8,000 ft. and therefore receives hot sunshine and cool breezes..." He was sold! He gave up his tenure at Ohio State and packed his bags.

Sklar remained in Ethiopia for five years from 1968 to 1973. He describes his years there as an exciting time which he thoroughly enjoyed and, on a personal note, he adds that both of his daughters were born there. One of the novelties of teaching law in Ethiopia at that time, he recalls, was that a year or so after some of his students graduated they had become judges in the Ethiopian courts and would be calling him for advice. "At that time there was a big shortage of judges so that any lawyer with talent was quickly sucked up into the judicial structure."

Professor Sklar's first encounter with McGill was the -24 C January day that greeted him as he stepped off the plane in Montreal for his job interview. He traded the hot sun and the cool breeze for... well for Montreal and joined the faculty at McGill in 1973.

In addition to teaching, Sklar is also involved in a number of community projects. In conjunction with the Centre for Medicine, Ethics and Law, for example, he lectures on medical jurisprudence relating to the competency of patients. He also chairs committees at two Centres for the Mentally Handicapped which review the legal and ethical validity of behaviour modification treatment and he is participating in a World Health Organization study of the use of community mental health centres as an alternative to commitment to an institution.

Sklar feels that two of the most pressing legal issues in Canada today are the protection of minority rights and an overhaul of our antiquated criminal justice system. Although he feels that the overhaul should be legislative he believes there are signs that the Supreme Court of Canada is taking it upon itself to "reduce the harshness of the criminal law." He cites as an example of this trend recent statements by the Court that under certain conditions the *Criminal Code* constructive murder provision (sec. 213) might violate

SKIT NITE '88

By Teresa Scassa

Most professors have idiosyncracies that emerge when they lecture. Most students notice them. There is often little else to do in the course of the hour. In general, the profs who twitch, scribble or perform vaguely acrobatic feats while lecturing, act as if this were unexceptional behaviour. What is it then, about the months of January and February that makes our performing pedagogues tune down or tune up their favourite quirks?

The answer is "Skit Nite". It's a phrase that runs like a rumour through the law faculty early in second term. By strange coincidence, the first surge of interest in Skit Nite occurs at roughly the same time as the posting of December grades. From January on, there is a new creative energy in the faculty that has absolutely nothing to do with moots.

Skit Nite is an annual McGill Law School tradition. Thanks to vigorous fundraising campaigns in the past two years, the show has become an important benefit event. Last year's "Saturday Night Law" raised seven

section 7 of the *Charter*.

For the future and if he can find a few spare moments Sklar says that he would like to devote some time to finishing up a long term project; a book he is writing about a series of murder trials that took place in Brooklyn between 1947 and 1949. His interest in the trials was sparked by one of his professors at Brooklyn Law School who was a prosecutor at one of the murder trials and who angrily denounced the final outcome. "At that time I vowed that I would one day write a book about it and I have finally started." He adds that with only about one half of it done and a first draft exceeding 200 pages he has some editing to do. Might be hard with the impending baseball season!

thousand dollars for the Old Brewery Mission, a Montreal shelter and food bank. The show itself provides a night of laughs about all things legal. Skits poke fun at courses, profs and legal life in general.

The production of Skit Nite is a major undertaking. The show is geared for an audience of more than 400 and runs over two hours. Skit writing, performing, costumes, sound and lights are only a few of the areas that require organization. Tickets and T-shirts have to be designed and sold in order to raise money for the production. A large fundraising campaign solicits charitable donations from Montreal law firms. The show also requires beer sellers, coatcheck persons, stage crew, and countless other able bodies.

This year's Skit Nite organizers are Robin Reid and David Platts. Rather than do all the work themselves, their role will be to coordinate all of the different tasks. A large number of willing volunteers are required to make the show a success.

This year, Skit Nite will be held on Friday March 18. The first priority is fundraising; however work is beginning in all of the other areas of the show. Persons with any talent or interest are urged to make some contribution to what is generally the highlight of the second term.

Meanwhile, the next time you are humiliated, bored, or pushed to the breaking point by your self-inflicted legal pursuits - write a skit. Face it, if you have enough sheer creativity to get through December exams, you have talent to spare.

N.B. For all those interested in participating in fundraising, a meeting will be held Tuesday, January 26. Check the blackboard for location and time. Also, if anyone has ideas for a theme for this year's show, leave a note for Robin or David at LSA.

SECOND YEAR SEARCH FOR JOBS

By Ali Argun

As predicted in my article first term, law firms in Montreal and elsewhere have once again begun their annual recruiting for summer and articling students. The process seems to be well under way — you'll notice lists of names being posted on the S.A.O. notice board, as well as general calls for applications to various firms (for example Ogilvy, Renault.) Letters have also begun arriving at home addresses.

I'm very pleased that the article from first term was so well-received. A number of students have commented that it has proved useful (to varying degrees.) I've also been approached by a number of students who have asked that I read their cover letters and answer various questions. I've been happy to do so and invite others to approach me as well. While I am by no means an expert, I may be able to answer some questions. If not, I can certainly direct you to someone who will have answers.

A reminder to first year students: now that first terms grades are out, you may want to give a thought to preparing your C.V.s and transcripts. Again, I welcome questions and meetings.

Finally, keep your eyes open for announcements in the *Quid* regarding various events that may be of interest! Richard Janda's seminar about the pros and cons of working in a large firm was poorly attended. That was a good source of info for all who attended. Also, keep Careers Day in mind: Wed. Jan. 27, 1988 at 1:00 P.M. Meet representatives from firms across Canada, New York, and in house counsel.

Given that interest has been expressed, perhaps it will be useful to run the article from first term once again. Here it is:

Allright! You've made it through first year with half-decent grades and had a good summer. You're back at school with

thoughts of Christmas holidays dancing merrily in your mind when all of a sudden, one of two things happen: a) you get a letter from a law firm in Montreal offering you an interview for a job next summer and an articling position in four years time; 2) you take the initiative and start looking for a job yourself. Things have suddenly gotten serious. Your C.V. isn't ready, you don't have the right clothes, and you've got no idea what an interview is all about. In short, you've been taken by surprise, or you don't know where or how to start looking for a position. Welcome to the free-for-all that is job-hunting in Montreal's legal community.

If you're one of the lucky few who is approached by a firm, you're probably wondering how they got your name. Nobody is quite sure how this is accomplished, but it's a pretty good bet that individual professors amongst the faculty are approached and asked for a list of candidates. (After all, many professors have acquaintances in these firms, and a surprising amount of them also have spouses there too!) Similarly, nobody is quite certain what criteria are used in determining what constitutes an attractive candidate. Many assume that you must be amongst the top ten in your class to be approached. Experience has shown this not to be the only, or even dominant, criterion.

Let's assume for the moment that you are one of these individuals. You type up a C.V., not necessarily knowing what you're doing, and clutching it in your sweaty palms, you trudge off to your first interview. You're ushered in and after fifteen to twenty minutes of polite discussion, you're thanked for your time and told you'll be contacted within ten days or so.

Sometimes, before you even get home, the firm has called for a second appointment. More often, they make you wait. Still other times, the call never comes. If you do hear from them, you set an appointment and it's time for round two. While the first interview may have been between you and two interviewers, this second one often comprises

three to five interviewers. Usually, this second session lasts about an half hour to three quarters of an hour and once again, you're thanked for your time. And off you go awaiting another call that may or may not come.

Let's say you're offered a job, either because you were recruited or because having sent off your C.V. early, you've gone through the same interviews and a firm has taken the bait. It's only September or October. Chances are you know nothing about this firm which is the only one to approach you so far. The job offered is three or four years down the road. They want an answer within ten days. You have no idea what's coming off, and you've got many questions. What do you do?

The first thing to keep in mind is that you're not the only one. Chances are it's happening to others in your class. Seek them out and talk with them about your experiences. You'd be surprised how much insight all of you have when you combine your resources.

Should you accept the position?

This is a question that only you can ultimately answer. However, there are a few things to keep in mind. First of all, having been approached so early on, you may well be approached later on in the year by other firms. This usually happens in mid-January to early February. While some firms like to get the jump on the competition by grabbing students from the cradle, others partake in a feeding frenzy that hits students before they've fully digested their plum pudding. This being said, you may want to tell the firm that you anticipate other offers and would prefer to wait. You'll be met with an answer that typically reflects the interest of the firm: "We can't guarantee that there'll be a position left at that time." Your response at this time will be one that depends on your honest self-assessment, and your courage. If you really believe that you're a hot commodity, ask them if they'll wait. After all, if they really want you, they *will* wait. On the other

Cont'd on p. 8

IMPORTANT NOTICE TO STUDENTS

Please be advised that we are still accepting applications for 1990 articling positions and possibly for student employment for the summer of 1989.

All interested applicants should forward their detailed curriculum vitae and latest academic results, as soon as possible, to:

**Phillips & Vineberg
5 Place Ville Marie, Suite 1700
Montreal, Quebec
H3B 2G2**

To the attention of Me Maryse Bertrand

All applicants chosen for the interview will be notified by telephone.

Should you have any questions, please call Maryse Bertrand or Sidney Horn at 866-8541.

* * *

AVIS IMPORTANT AUX ÉTUDIANTS

Soyez avisés que nous continuons d'accepter des demandes d'emploi à titre de stagiaire pour 1990 et possiblement à titre d'étudiant pour l'été 1989.

Les candidats intéressé(e)s doivent, dans les plus brefs délais, faire parvenir leur demande, accompagnée de leur curriculum vitae détaillé et de leur dernier relevé de notes à:

**Phillips & Vineberg
5 Place Ville Marie, Bureau 1700
Montréal, Québec
H3B 2G2**

A la compétence de Me Maryse Bertrand

Les candidats qui seront retenus pour entrevue en seront avisés par téléphone.

Pour toute information supplémentaire, veuillez communiquer avec Maryse Bertrand ou Sidney Horn au 866-8541.

SECOND YEAR...

Cont'd from p. 7

hand, you may choose to accept. This gives you two things: a job in the pocket; the ability to refuse it later on if something better comes up.

This latter course, however, should be carefully chosen. Your attitude may quite rightly be: "They put themselves and me in this position by forcing my hand; I don't feel bad in going back on my word." However, such a ploy will not be well-received. It must be kept in mind that the legal community in Montreal is relatively small. You have to keep your integrity and reputation in mind when making such a decision. Be prepared to accept the consequences for your actions at all times. Keeping this in mind will help you make a sober assessment of your situation.

Where should you look for information?

Obviously, the best source of information on a firm are the representatives of the firm itself. Before going to your interview, read the firm's brochure if there is one. If not, there's nothing wrong with calling and asking to speak with someone who may have the answers to some of your questions. Most firms downtown will have a committee specifically designated to recruit students. You'll either be referred to one of these persons, or will speak to a specific lawyer in the firm.

During your interview, keep in mind that the members of the committees are usually amongst the most personable and outgoing lawyers at the firm. After all, they're out to make a good impression as well. Given this fact, don't be too trusting of the lawyers interviewing you. Don't be afraid to vent your concerns at the meeting. Not only will you be getting your answers, but you'll be showing interest and initiative as well. Needless to say, prepare your questions in advance.

At the faculty, professors are an excellent source of information. Almost all of them will welcome a frank discussion, provided you make an appointment that is convenient for them. Here also, prepare your questions ahead of time.

For a more informal source of information, approach some of the many students in the faculty who work at various firms downtown. Almost all of them are easily approachable and would likely answer your questions. See if you can arrange to have a talk over coffee or a drink.

Not all students are aware of the fact that we have a placement office here at the faculty. Suzanne Roy-Gasperec, our Placement Officer, is very helpful and friendly. If she doesn't have the answers herself, she'll certainly be able to direct you to someone who does. Ms. Gasperec also asks that students bring her their questions and concerns with a view to improving the placement office. She hopes to start dossiers on various firms. The questions asked of these firms will derive largely from those questions submitted by students.

There is a little-publicized, but very useful guide compiled by Peter Hoffman. It is entitled the *Law Student's Career Handbook*, and is on reserve in the library. It treats a number of issues and questions that law students may ask in relation to a job search in the legal realm.

Finally, use your own powers of observation. Find out which students work at which firms. The type of students a firm hires is usually an accurate reflection of the character of the firm. If you like the type of student you see being hired, you may find yourself fitting in there.

What questions should you ask?

The following are some common questions:

1. How many lawyers in the firm?
2. What is the firm's organization (committees or not)?
3. How many summer and articling students are hired?
4. Of the above, how many are hired back?
5. Is there an organized program for summer and articling students? (rotation?)
6. In what areas of law does the firm practice? Is it expanding in certain areas? Which ones?
7. What are the possibilities for career advancement? Partnership delays?

For most, the process of finding a job is

routine. It begins with sending out C.V. There is no rule for the appropriate time to do so. The attitude may be "The earlier the better." Certainly, the more applications are sent out, the better the chances for a favourable response (or numerous responses.) The key here is not to be discouraged if rejection letters arrive first or more frequently than favourable replies. Everyone gets them. Most students will end up juggling interviews and fending off firms that are pressing for an answer. The only thing that separates students who were recruited from those who did their own legwork is that the latter did it the hard way. There's a great sense of satisfaction that goes with that knowledge, not to mention all the skills acquired along the way.

Happy Hunting!

Speaker's Corner

On Thursday, January 28th, at 1 p.m. in Moot Court Room, Dr. DeLloyd J. G. Consultant Curator to the Supreme Court of Canada, will present a one-hour lecture with a slide presentation entitled:

INSIDE THE SUPREME COURT OF CANADA

All students, and particularly those enrolled in National Civil Procedure, are cordially invited to this lecture.

CAPTION CONTEST #3 BULLETIN:

Submissions will be accepted until **1p.m. January 27, 1988**. So put your thinking caps on, and get your entry into us at the *Quid Novi*. We look forward to hearing from you!!